



EMPLOYMENT MATTERS

Price and Service Information

Our hourly rates

Alan Levy	£200.00 (plus vat)
Jeff Solomon	£200.00 (plus vat)

Our pricing for bringing and defending claims for unfair or wrongful dismissal.

Simple Case:	£7,000.00 to £10,000.00 (plus vat)
Medium Complexity Case:	£10,000.00 to £15,000.00 (plus vat)
High Complexity Case:	£15,000.00 to £20,000.00 (plus vat)

Factors that could make a case more complex:

- If it is necessary to make or defend applications to amend claims or to provide further information about an existing claim
- Defending claims that are brought by litigants in person
- Making or defending a costs application
- Complex preliminary issues such as whether the claimant is disabled if this is not agreed by the parties
- The number of witnesses and documents
- If it is an automatic unfair dismissal claim, for example that you were dismissed after blowing the whistle on your employer
- Allegations of discrimination which are linked to the dismissal.

There will be an additional charge of attending a Tribunal Hearing of £960.00 per day (plus vat). Generally we would allow 1 to 3 days depending on the complexity of your case.

Disbursements.

Disbursements are costs related to your matter that are payable to third parties, such as court fees or our travel expenses. We handle the payment of the disbursements on your behalf to ensure a smoother process.

Counsel's fees estimated between £1,500.00 plus vat and £4,000 plus vat (including preparation) for a one day hearing day and thereafter at a daily rate of between £750.00 plus vat and £2,000.00 plus vat (depending on the experience of the advocate) for attending a Tribunal Hearing.

Key stages

The fees set out above cover all the work in relation to the following key stages of a claim:

- Taking your initial instructions, reviewing the papers and advising you on merits and likely compensation (this is likely to be revisited throughout the matter and subject to change)
- Entering into pre-claim conciliation where this is mandatory to explore whether a settlement can be reached
- Preparing a claim or response
- Reviewing and advising on claim or response from the other party
- Exploring settlement and negotiating settlement throughout the process
- Preparing or considering a schedule of loss
- Preparing for (and attending) a Preliminary Hearing
- Exchanging documents with the other party and agreeing a bundle of documents
- Taking witness statements, drafting statements and agreeing their content with witnesses
- Preparing a bundle of documents
- Reviewing and advising on the other party's witness statements
- Agreeing a list of issues, a chronology and/or cast list.
- Attending in conference with Counsel
- Preparation and attendance at Final Hearing, including instructions to Counsel.

The stages set out above are an indication and if some stages are not required the fee will be reduced. You may also wish to handle the claim yourself and only have our advice in relation to some of the stages. This can be arranged to meet your individual needs.

How long will my matter take?

The time that it takes from taking your initial instructions to the final resolution of the matter depends largely on the stage at which your case is resolved. If a settlement is reached during pre-claim conciliation, your case is likely to take 8 to 12 weeks. If your claim proceeds to a Final Hearing, your case is likely to take 26 to 52 weeks although this depends on when cases are being listed by the Employment Tribunal hearing your claim. This is just an estimate and we will of course be able to give you a more accurate timescale once we have more information and as the matter progresses.